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uintahbasin

An economic and labor market analysis of the Uintah Basin Area

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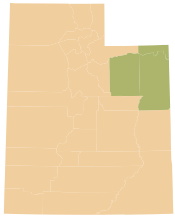
Race, Ethnicity and Gender in Uintah Basin's Workforce



BY ERIC MARTINSON, ECONOMIST

In the 1950s and 60s, the country was amid great civil rights struggles. In 1964, President Lyndon B. Johnson signed the Civil Rights Act of 1964, declaring unlawful the employment practice of discrimination of all kinds based on race, color, religion, gender, or national origin. In the following year, President Johnson issued an Executive Order to enforce the "affirmative action" toward the fair treatment of minority prospective employees in all aspects of hiring and employment. In the early 1970s, the Equal Employment Opportunity (EEO) Tabulation was designed to measure and encourage an employer's compliance to anti-discrimination laws and regulations.

About EEO Tables

The EEO tabulations have since served as the primary external benchmark for comparing race, ethnicity, and gender composition of an organization's internal workforce to its analogous external labor market, within a specified geography and job category. Private-sector employers with federal contracts report to the Office of Federal Contract Compliance Programs, allowing the Equal Employment Opportunity Commission to compare the minority and gender compositions of the employers' workforce against the external labor force in the geographic region in which the employers operate.

The first EEO tabulation used the 1970 U.S. Decennial Census data for benchmarking. The tabulation became a regular Census Bureau product beginning with the 1980 Census and subsequent Censuses until the mid-2000s. At this time, the American Community Survey (ACS) was implemented to replace the long-form reporting of the Decennial Census, which meant that the Decennial Census would no longer issue EEO tabulations. It was then determined that

Race, Ethnicity and Gender in Uintah Basin's Workforce Continued

the upcoming EEO tabulation would be provided by ACS. In late 2012, ACS released the 2006–2010 ACS Tabulation using five years of ACS data.

Other than the great value for which the tabulations were intended—for benchmarking employer compliance with affirmative action expectations—the EEO tables contain estimates for resident-reported workforce (those employed and unemployed seeking work) and the labor force as reported by employers. These estimates are cross-tabulated by gender, race, Hispanic or Latino ethnic origin, educational attainment, citizenship, employment, earnings, and age. Depending on the population of a particular geography, the assortment of accessible variables may be more limited than this list. The tabulations allow for yet another piece of the labor market picture to aid our total understanding of workforce dynamics at various levels of demographical, occupational, and geographical detail. The EEO tables can be found using the U.S. Census Bureau's American FactFinder tool at the Census Bureau's website (accessed at www.census.gov) or by visiting www.census.gov/people/eeotabulation/, which provides more details about the EEO Tabulation program.

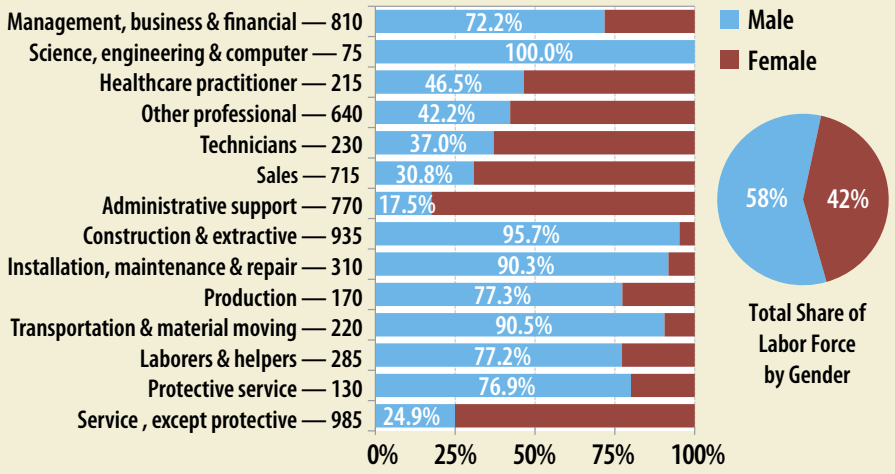
Uintah Basin EEO Tables

Before getting into the thick of information the tabulations have to offer, it would be wise to note a couple of things. First, the EEO tabulations for each of the counties in the Uintah Basin (Daggett, Duchesne, and Uintah Counties) do not include the level of detail one can find in more heavily-populated counties. For example, employment tables provide estimates of employment by broad occupational groups instead of by individual occupations that one could get for a county like Salt Lake. Second, the tabulations are based on ACS estimates. As with any survey results, margins of error should be taken into account when evaluating any estimate. Third, many of the tabulations use both resident population estimates (data is provided by where respondents live) and worksite estimates (data is provided by where respondents work). This aspect allows for the comparison of employment composition in an organization versus the structure of the exterior labor force within a given locality. It is important to keep track of which datasets are accessed when using the data.

The Distribution of Men and Women in the Uintah Basin Labor Force

The proportion of the employed workforce (as reported by worksites in the area) in the Uintah Basin favored males. In Duchesne County, 42 percent of the labor force was female. The share was slightly smaller in Uintah County, at 40 percent. Daggett County, on the other hand, showed a much more even share at 51-to-49 percent with the marginally larger proportion in favor of males. These shares seemed to reflect the overall workforce in these counties (comprised of both employed and unemployed seeking work), as reported by the residence. The overall larger share of men in the workforce is indicative of a labor market specializing in industries that tend to be dominated by men. Virtually the entire oil and gas production industry in the state is located within Duchesne and Uintah counties. Occupations within this industry, as well

Figure 1: Duchesne County Occupational Groups by Gender



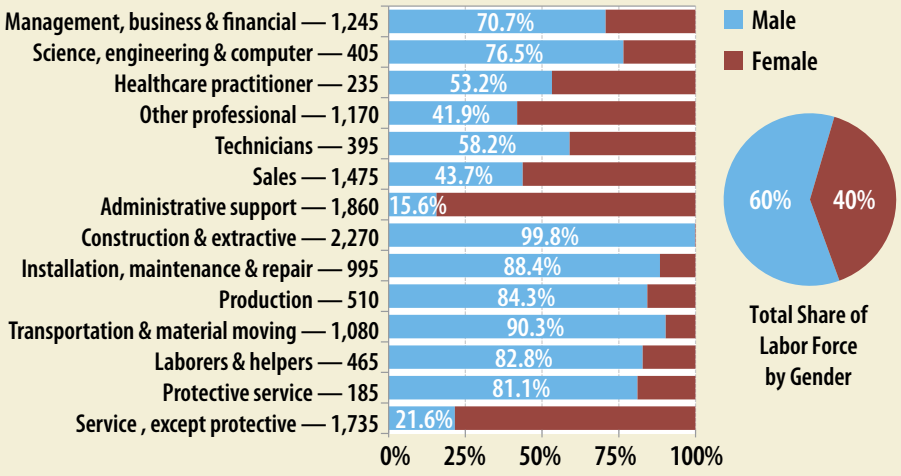
Source: U.S. Census Bureau; American Community Survey EEO Tabulation

as ancillary industries like transportation, are dominated by men. Figures 1 and 2 give some insight into the distribution of gender in the county labor forces by occupational group.

The disparities between workforce participation of males and females by occupational group was apparent in both Duchesne and Uintah, which both shared the same patterns within the labor force. Those occupational groups which are comprised primarily of jobs in office settings had higher shares of females in the organizational makeup. Administrative support jobs were higher than 80 percent female in Duchesne and Uintah. Service (except protective) occupations were represented by at least 75 percent women in both counties. Technicians (examples include library technicians, paralegal assistants, lab technicians, etc.) and sales jobs also tended to be represented more by women than men in the Uintah Basin. Healthcare also showed a higher share of women in Duchesne and Uintah, as one might have expected in any geography.

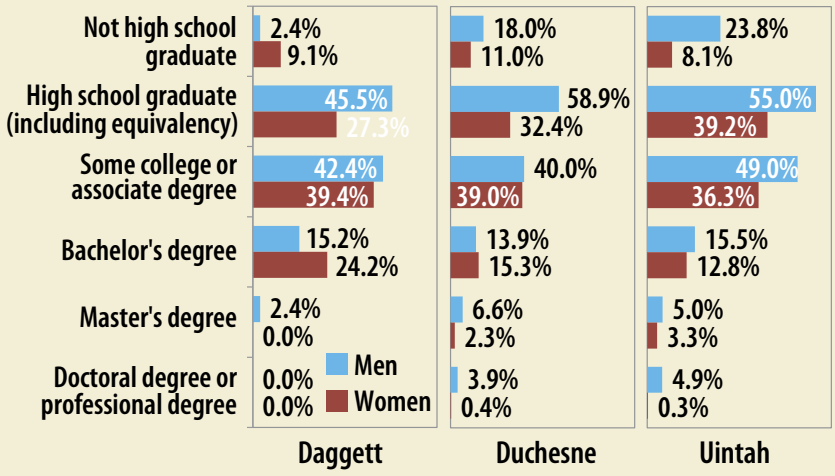
The men in the Duchesne and Uintah labor force, then, were distributed primarily in those types of occupations that tended to be a bit more physical. In Uintah County, men accounted for over 85 percent of all of the following job categories: construction and extraction, installation, maintenance and repair, production, transportation and material moving, laborers and helpers, and protective services. In Duchesne County, at least 90 percent of construction and extractive workers, installation, maintenance and repair workers, and transportation and material moving workers were male. Men accounted for at least three out of four jobs within the following job categories: production, laborers and helpers, and protective services. Throughout the Basin, the majority of management, business and financial workers were male, as are science, engineering and computer professionals.

Figure 2: Uintah County Occupational Groups by Gender



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

Figure 3: Uintah Basin Educational Attainment in the Labor Force by Gender and by County



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

Race, Ethnicity and Gender in Uintah Basin's Workforce Continued

Educational Attainment

EEO tabulations also provide educational attainment data. The data are provided by the resident population respondents and accounts for U.S. citizens in the civilian labor force who are over the age of 20. Figure 3 displays the educational attainment levels by gender for the three counties in the Uintah Basin.

While the percentage of women who did not earn a high school diploma (or equivalent) was 11 percent and 8 percent in Duchesne and Uintah, respectively, the share of males within the same category was markedly higher. There were 18 percent of men aged at least 20 years in the labor force who did not go on to graduate high school in Duchesne County. In Uintah, the statistic was even higher, at 24 percent. Twenty-four percent of men in both Duchesne and Uintah had earned at least a Bachelor's degree. These numbers were lower for women in these counties, where eighteen percent held Bachelor's degrees in Duchesne and 16 percent in Uintah County.

Race and Ethnicity in the Workforce

EEO tabulations also provide information regarding the racial and ethnic breakouts at various geographical levels. Figures 4 and 5 illustrate the racial and ethnic segments for workers employed in Duchesne and Uintah counties. These were the workers reported by employers in the county, which was drawn from the worksite respondents.

The Duchesne employed workforce was estimated to be 88 percent white. The white portion of Duchesne's workforce was larger compared to the state's estimated share, which was 83 percent white. The balance was comprised of 6 percent non-white Hispanic or Latino, lower compared to the state's estimated share of 11 percent. Three percent in Duchesne were Native American and all other races and mixes of races made up the last 3 percent of the workforce.

The workforce in Uintah was 84 percent white. Six percent were non-white, Hispanic or Latino, five percent Native American and the remaining five percent were comprised of all other races and combination of races. The proportions of employed individuals in both counties seemed to reasonably reflect the resident population of total workforce (which included employed and unemployed seeking for work).

Value of EEO Tabulations

As has been demonstrated, the EEO tabulations are very useful in providing yet another perspective of the labor force. When datasets are hard to come by at the county level, the value in the information that these tables provides is increased. For more information, please visit the U.S. Census Bureau's web page at www.census.gov.

Figure 4: Duchesne County Race and Ethnicity in the Workforce

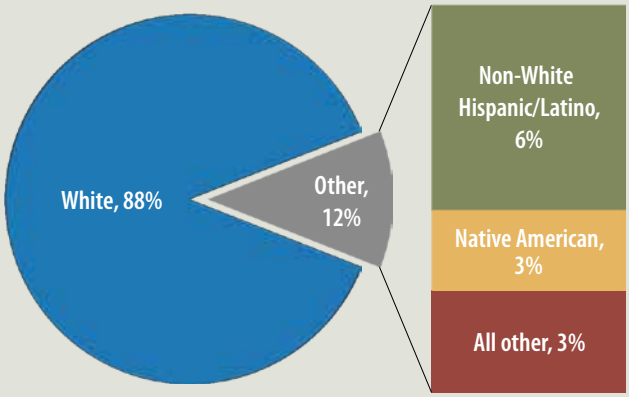
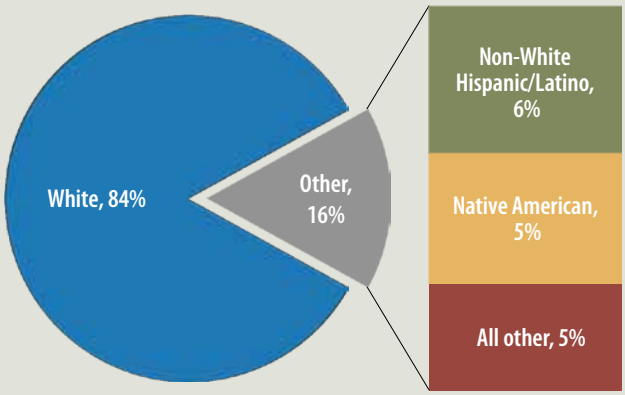


Figure 5: Uintah County Race and Ethnicity in the Workforce



Source: U.S. Census Bureau; American Community Survey EEO Tabulation

Slow Labor Market in the Uintah Basin

BY ERIC MARTINSON, ECONOMIST

Uintah Basin

Total nonfarm quarterly payroll employment in overall Uintah Basin (Daggett, Duchesne and Uintah Counties) was down during the third quarter of 2013. This change was reflected by a 1.5 percent drop, or an average of 369 quarterly jobs year-over-year. While Duchesne County gained a modest 64 jobs, up 0.7 percent from third quarter 2012, it was not enough to offset the 433 second-quarter jobs that were lost in Uintah and Daggett counties compared to last year. The goods-producing sector shed 503 year-over quarterly jobs in the Basin, a 6-percent drop, year-over. Most of the job decreases, about 400, or 19 percent, resulted from an overall struggling construction industry. In fact, the loss in year-over jobs within construction was the largest for any industry in the Basin. Mining in the Uintah Basin fell by about 100 positions, recording a 2-percent slip in year-over employment for the third quarter. The services sector, on the other hand, added 133 year-over third-quarter jobs. Industries that picked up the most quarterly jobs in the overall Uintah Basin services sector were retail trade, health care and social services, accommodation and food services, and local government. Transportation and warehousing continued its downward trend in job change during the third quarter.

Duchesne County

Total nonfarm payroll employment in Duchesne County bumped up during the third quarter on a year-over basis, but not by much. The net gain was 64 jobs, a 0.7 percent increase. This slower pace can be attributed to year-over construction job losses, which lost 16 percent compared to the level during third quarter 2012. Specialty trade contractors and heavy and civil engineering construction industries have fueled the majority of the construction jobs during the oil and gas boom of the Uintah Basin. By mid-2012, both of these construction industries had shed jobs. While the employment trend started to reverse in heavy and civil engineering construction by the end of 2012, the trend within specialty trade contractors continues downward. On the other hand, mining employment picked up, albeit modestly, gaining a quarterly average of 33 jobs, year-over. Overall, payroll employment growth in Duchesne appears to be flattening out.

The services-providing sector added 179 third-quarter jobs, on average, in 2013. Transportation employment fell by 8 percent (82 jobs) over the third

Total nonfarm quarterly payroll employment in the Uintah Basin was down during the third quarter of 2013, reflected by a 1.5% drop, or an average of 369 quarterly jobs year-over-year.

Slow Labor Market in the Uintah Basin Continued

quarter, net gains in wholesale and retail trade more than made up for this loss. Professional and business services continued to post net job gains over the third quarter, with a 14.3 percent year-over job increase for the quarter. Health care, too, added 77 jobs for a 23-percent year-over net gain.

Initial unemployment claims, based on a four-week moving average basis, were close to pre-recession parity and the weekly number of initial claims was 13 per week during the fourth quarter of 2013. The county's rate of unemployment in December 2013 was 3.1 percent, unchanged from the previous month.

The third quarter of 2013 counted 14 consecutive months of year-over-year growth in taxable sales. However, it was virtually unchanged from the previous quarter, on a seasonally adjusted basis, suggesting business and household consumption is flattening out in the county.

Uintah County

During the third quarter of 2013, total nonfarm payroll employment was 14,551, down three percent from last year's third quarter—a continuation of total nonfarm employment contraction in the county. As of September, 2013, total county nonfarm employment slipped 3.3 percent for the year-over. This employment contraction will likely carry well into 2014.

Oil and gas has been adding jobs over the last several months but they are still lower counts than last year's employment counts. Over the third quarter, mining held an estimated 136 jobs fewer than third quarter of 2012. Construction, too, has been employing fewer payroll employees than over the same period last year, with a third-quarter net loss of 21 percent for the county. All told, the third quarter of 2013 recorded 382 fewer jobs in the goods-producing sector than the county had last year. The goods-producing sector accounts for mining (oil and gas exploration, extraction, and related services), construction, and manufacturing.

The services-providing sector also recorded slightly fewer jobs on a year-over basis during the third quarter. Transportation in the county, an industry closely allied to the oil and gas industry, continued to shed jobs in comparison to last year. During September, transportation employment in the county fell by 7 percent (73 jobs) compared to September 2012. Bright spots in Uintah's labor market included information, educational services, accommodation and food services, and local government employment.

Year-over taxable sales for the county were negative for the third consecutive quarter according to preliminary estimates issued by the Utah State Tax Commission, 12

Figure 6: Uintah Basin Total Nonfarm Payroll Employment, January 2001 to December 2014[f]

v=Forecast: October 2013 to December

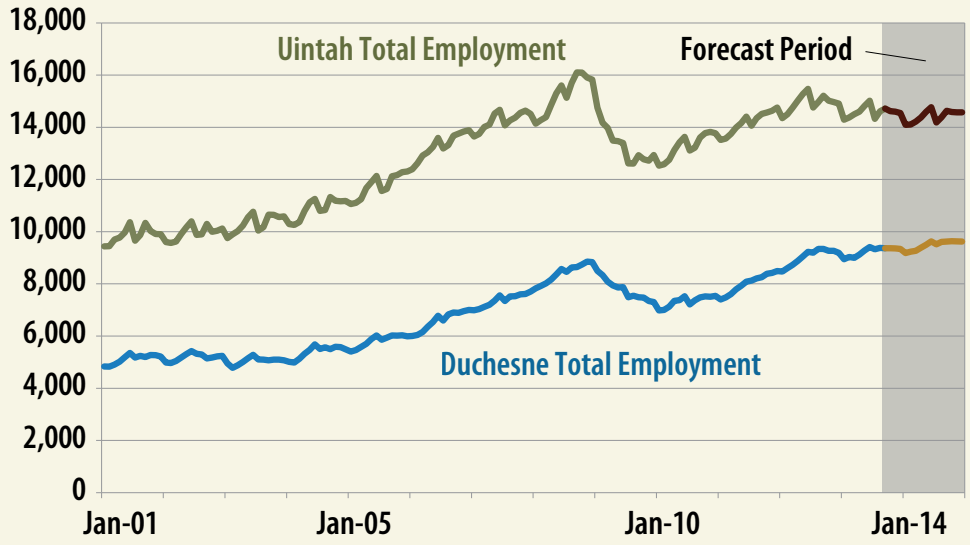


Figure 7: Total Nonfarm Payroll Employment, Year-Over-Year Percentage Change, January 2001 to December 2014[f]

f=Forecast: October 2013 to December 2014

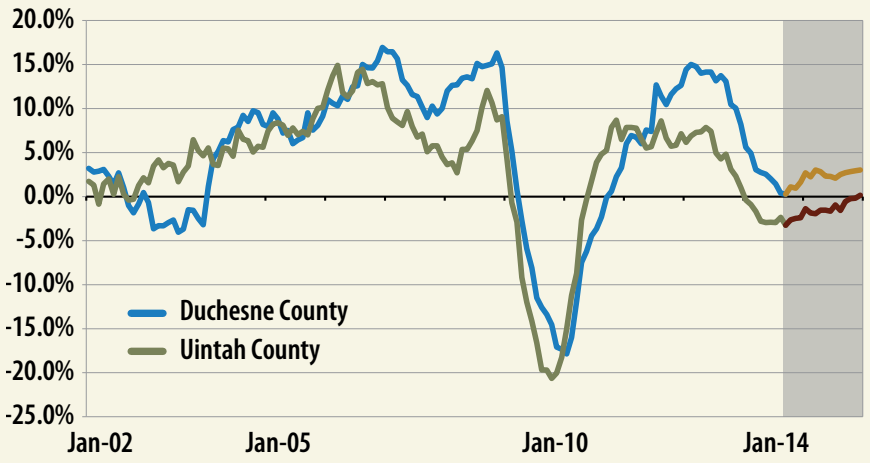
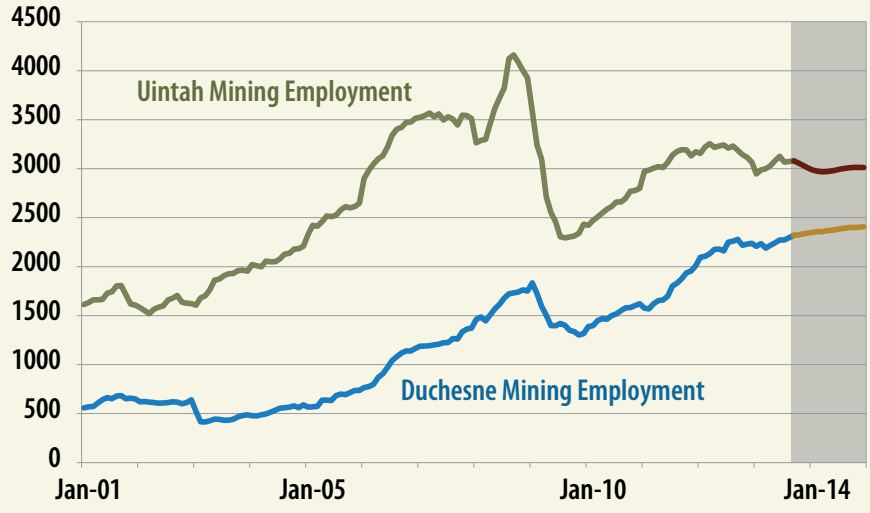


Figure 8: Mining Payroll Employment, January 2001 to December 2014[f]

f=Forecast: October 2013 to December 2014



industry closely allied to the oil and gas industry, continued to shed jobs in comparison to last year. During September, transportation employment in the county fell by 7 percent (73 jobs) compared to September 2012. Bright spots in Uintah's labor market included information, educational services, accommodation and food services, and local government employment.

Year-over taxable sales for the county were negative for the third consecutive quarter according to preliminary estimates issued by the Utah State Tax Commission, 12 percent lower than in the second quarter of 2012. During the second quarter of 2013, taxable business investment was down 19 percent, year-over, taxable retail trade was down 3 percent and taxable services were down 7 percent. Taxable sales were $60 million within the wholesale sector, down 40 percent from third quarter 2012. Taxable sales in oil and gas, too, were down by 26 percent over the same period.

The average of weekly initial unemployment claims were down slightly during the fourth quarter of 2013 to 21, two lower than in the fourth quarter of 2012. The county's seasonally-adjusted rate of unemployment in December 2013 was 3.2 percent. This is a one-percentage drop from the previous month, but not a significant change.

Daggett County

Total nonfarm employment in Daggett was very slightly lower over the summer 2013 months. The goods-producing sector netted 5 fewer jobs over third quarter in 2013 compared to 2012. Employment in the services sector remained virtually unchanged on a year-over-year basis. Third quarter taxable sales were 32 percent higher than third quarter 2012, marking a seventh consecutive quarter of positive year-over-year quarterly taxable sales growth.

Workforce Services
Workforce Research and Analysis (WRA) Division
140 E. 300 S. • Salt Lake City, UT 84111
Equal Opportunity Employer/Programs

localinsights

Executive Director: Jon Pierpont

Director, WRA: Carrie Mayne

Supervising Economist: Mark Knold

Editor: Stacy Neal

Designer: Reason Robles

Economist: Eric Martinson
emartinson@utah.gov • 801-526-9404

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The Equal Employment Opportunity Data

BY MELAUNI JENSEN, LMI ANALYST

From 2010 - 2013, there was an estimated 5.0 percent population growth in Utah compared to 2.4 percent in the United States. Demographic statistics like this from the U.S. Census Bureau's American Community Survey (ACS) are important and useful for the communities of Utah. The ACS asks a variety of demographic questions including race, gender, employment, income and education, and is a valuable source of occupational information. The survey provides unbiased data that are used to create occupational profiles as complete and accurate as possible. Profiles can then be used by government, community organizations or private businesses to make informed decisions.

Regional economists at the Department of Workforce Services analyze the data in an effort to tell a story about the changing aspects of the economy. The profile for a geographic area helps to reveal trends in the workforce and the economy. For instance, research has shown that the changes in age, compared to population growth, could make an impact on the future workforce. As people live longer, more workers retire, which can reduce the growth in the future labor force. Communities will need information like this to keep up with changing dynamics.

The ACS tells stories that can help communities to plan. Businesses can use the information about education and employment to find strategic places to develop new establishments in their industry. A business specializing in senior services might look for potential employees skilled in nursing, or a business trying to obtain funding needs to show that their diversity follows the community. In an effort to keep up with basic services, local governments can look at commuting patterns and population to make decisions about transportation, or aging statistics to find the need for hospitals and schools. Local non-profit groups benefit from seeing a profile of the area that helps with emergency planning, finding funding or developing community projects. In a world that is growing technologically, jobs are changing and educators might use the data to evaluate the need to teach new methods and skills.

The combinations are endless in both the gathering and the analysis of these statistics, but it is clear that demographics are an important tool for communities transitioning to the changing future.

Many of these analyses can be found on Utah's Labor Market and Economy blog and other publications. http://jobs.utah.gov/wi/pubs/publicat.html and http://economyutah.blogspot.com